





The Firm	3
The Opportunity	4
The Individual	5
Remuneration and Recruitment Process.....	6





Johnston Carmichael is looking for innovative individuals with forward-thinking attitudes and an appetite to learn and grow, as well as the ambition to succeed in a supportive and positively challenging environment.

Johnston Carmichael is a leading independent firm of chartered accountants and business advisers with 12 offices across the UK. Working at the firm means operating in a team of over 950 sharp minds, each of which is valued and heard. Johnston Carmichael prides itself on developing its teams through investment in their training and development, supporting its people to ensure they can grow their own way. When it comes to your development, it's your JC path and you choose what route it takes.

As a firm, Johnston Carmichael's four core values unite the firm and drive its behaviours: **Doing the Right Thing**, **Standing in Other People's Shoes**, **Leading Our Future**, and **Remaining Relevant**. By living these values every day, Johnston Carmichael ensures that it cultivates a positive and forward-looking culture, where everyone is a leader in their work and their learning.

The firm also plays a key role in the communities it serves. You'll be joining a team that's engaged with its local areas and committed to supporting them. Over the last decade, Johnston Carmichael has raised over £450,000 for charitable causes across Scotland and is also a Gold Sponsor of the Kiltwalk.

If you value enabling leadership, quality, integrity, and a workplace that prioritises giving back as much as you put in, then Johnston Carmichael is the firm for you.





Job Title:	Audit Senior Manager
Reports to:	Audit Director and Audit Partner
Location:	Glasgow

Johnston Carmichael is looking to recruit an Audit Senior Manager to help deliver the effective completion of Audit work for designated clients; coach and train the audit team as needed; ensure deadlines and budgets are met and the audit file is reviewed.

The role and regulations of audit are transforming, and the firm needs to keep up with this fast pace of change to ensure we provide the assurance and confidence its clients need. Long gone are the stereotypes of the traditional auditor; technology is ever evolving, and the firm with it. A career in audit at Johnston Carmichael is diverse and challenging, as it continually strives to provide the best service for clients - more efficiency, greater innovation, and deeper insight.

With 11 key industry sectors, there's no shortage of variety when it comes to Johnston Carmichael's client base. It is also an independent member firm of Moore Global Network Limited, a global accounting and advisory network of over 30,000 advisers across more than 110 countries, so you'll have the opportunity to work with businesses all over the globe.

The Audit Senior Manager will be responsible for (but not limited to):

- Planning and managing the effective, professional, and efficient delegation, flow-through and completion of Audit work for clients
- Maintaining up-to-date technical knowledge of Audit and Financial Reporting and related matters
- Providing high-level technical and Audit planning advice to clients
- Assisting the Audit Partners and Directors with Audit planning work and local reporting
- Managing and supporting a team of Audit staff to achieve their goals and objectives ensuring they are developing their skills and capabilities
- Developing and maintaining strong relationships with clients, contacts, and colleagues
- Working closely with the audit team to ensure audit work is handled efficiently and effectively from start to finish and is done in accordance with the Firm's Audit policy and other relevant policies and procedures
- Being the principal contact for larger clients on day-to-day audit matters
- Liaising with client staff while on the client's premises, building effective relationships with client's staff
- Building relationships with client staff and acting as an ambassador for the firm



We are looking for skilled and enthusiastic professionals with the following experience:

- A leader of your work and your professional learning
- Excellent communication skills with the ability to positively impact and influence others
- Qualified CA (or equivalent)
- Experience in leading on-site audit teams
- Experience in supervising or managing staff
- Practical experience in using software systems in the preparation of audit files, financial statements and audit working papers. Full training will be given on all software packages
- Strong technical knowledge of FRS102, with IFRS experience advantageous but not essential

The successful candidate will also have good organisational skills and be proactive in their approach to their work.





As a valued member of the Johnston Carmichael team, you'll benefit from a number of employee benefits including but not exhaustive to; a personal pension scheme, annual leave, access to private healthcare and life assurance, as well as your own personal training and development plan - **Your JC Path**.

Johnston Carmichael knows that 9-5 office hours in the city aren't for everyone, and part of creating your own JC Path is having the ability to work flexibly. The firm supports a hybrid working model where everyone is a leader of their work and learning. One size doesn't fit all, so we will discuss what might work for you and the firm.

Doing the Right Thing and **Standing in Other People's Shoes** are two of the firm's core values. Johnston Carmichael nurtures and celebrates individuality. The firm is an equal opportunities employer and welcomes applications from all communities.

Basic Salary:	£Competitive
Company Pension:	5% Employer
Holiday Entitlement:	35 days with the ability to buy a further 5 days



For more information on remuneration and for a confidential discussion, please contact Fraser Burnett at Rutherford Cross.

Contact details are as follows:

T: 07557 020 722 or **E:** fraserburnett@rutherfordcross.com

The Recruitment Process

- First round interviews are with our retained advisors at Rutherford Cross
- Second stage interviews are with 1-2 people from the Director / Partner group and would include some technical questions
- Final stage interviews are with a Glasgow-based Audit Partner
- Applications should be sent to Fraser Burnett at fraserburnett@rutherfordcross.com